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[Hasan v. Bechtel Corp.](#), 93-ERA-40 (Sec'y Feb. 13, 1995)

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DATE: February 13, 1995  
CASE NO. 93-ERA-40

IN THE MATTER OF

SYED HASAN,

COMPLAINANT,

v.

BECHTEL CORPORATION,

RESPONDENT.

BEFORE: THE SECRETARY OF LABOR

FINAL ORDER APPROVING SETTLEMENT

Before me for review is the Recommended Order Dismissing Complaint issued December 9, 1994, by the Administrative Law Judge (ALJ) in this case, under the employee protection provisions of the Energy Reorganization Act of 1974 (ERA), as amended, 42 U.S.C. § 5851 (1988) and the regulations at 29 C.F.R. Part 24 (1993). The ALJ recommended approval of the settlement agreement and dismissal of the complaint with prejudice, having found the agreement fair, adequate and reasonable. See *Macktal v. Secretary of Labor*, 923 F.2d 1150, 1153-54 (5th Cir. 1991); *Thompson v. U.S. Dep't of Labor*, 885 F.2d 551, 556 (9th Cir. 1989); *Fuchko and Yunker v. Georgia Power Co.*, Case Nos. 89-ERA-9, 89-ERA-10, Sec. Order, Mar. 23, 1989, slip op. at 1-2.

Review of the agreement reveals that it may encompass the settlement of matters under laws other than those enumerated above. See Settlement Agreement Sections 3, 5 and 10. As stated in *Poulos v. Ambassador Fuel Oil Co., Inc.*, Case No. 86-CAA-1, Sec. Order, Nov. 2, 1987, slip op. at 2:

[The Secretary's] authority over settlement agreements is limited to such statutes as are within [the Secretary's]

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jurisdiction and is defined by the applicable statute. See *Aurich v. Consolidated Edison Company of New York, Inc.*, Case No. [86-]CAA-2, Secretary's Order Approving Settlement, issued July 29, 1987; *Chase v. Buncombe County, N.C.*, Case

No. 85-SWD-4, Secretary's Order on Remand, issued November 3, 1986.

I have therefore, limited my review of the agreement to determining whether the terms thereof are a fair, adequate and reasonable settlement of Complainant's allegation that Respondent violated the above Act.

I note that pursuant to Sections 4, 6, and 8 of the Agreement that the parties agree that the terms of the agreement will be kept confidential. I have held in a number of cases with respect to confidentiality provisions in settlement agreements that the FOIA "requires agencies to disclose requested documents unless they are exempt from disclosure . . . ." *Plumlee v. Alyeska Pipeline Service Co.*, Case Nos. 92-TSC-7, 10; 92-WPC-6, 7, 8, 10, Sec'y Final Order Approving Settlements and Dismissing Cases with Prejudice, Aug. 6, 1993, slip op. at 6. See also *Davis v. Valley View Ferry Authority*, Case No. 93-WPC-1, Sec'y Final Order Approving Settlement and Dismissing Complaint, Jun. 28, 1993, slip op. at 2 n.1 (parties' submissions become part of record and are subject to FOIA); *Ratliff v. Airco Gases*, Case No. 93-STA-5, Sec'y Final Order Approving Settlement and Dismissing Complaint with Prejudice, Jun. 25, 1993, slip op. at 2 (same); *Reid v. Tennessee Valley Auth.*, Case No. 91-ERA-17, Sec'y Order Approving Settlement and Dismissing Complaint with Prejudice, Aug. 31, 1992, slip op. at 3 n.1 (same); *Daily v. Portland Gen'l Elec. Co.*, Case No. 88-ERA-40, Sec'y Order Approving Settlement and Dismissing Case, Mar. 1, 1990, slip op. at 1 n.1 (same).

The case record in this case are agency records which must be made available for public inspection and copying under the FOIA. In the event a request for inspection or copying of the record of this case is made by a member of the public, that request must be responded to as provided in the FOIA. If an exemption is applicable to the record in this case or any specific document in it, the Department of Labor would determine at the time a request is made whether to exercise its discretion to claim the exemption and withhold the document. If no exemption were applicable, the document would have to be disclosed. Since no FOIA request has been made, it would be premature to determine whether any of the exemptions in FOIA would be applicable and whether the Department of Labor would exercise its authority to claim such an exemption and withhold the requested information. It would also be inappropriate to decide such questions in this proceeding.

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Department of Labor regulations provide specific procedures for responding to FOIA requests, for appeals by requestors from denials of such requests, and for protecting the interests of submitters of confidential commercial information. See 29 C.F.R. Part 70 (1993).

As so construed, I find the terms of the agreement to be fair, adequate and reasonable, and therefore approve the settlement agreement. Accordingly, the complaint is DISMISSED WITH PREJUDICE. See Agreement at Section 3.

SO ORDERED.

Washington, D.C.

ROBERT B. REICH  
Secretary of Labor